

DICKINSON-IRON INTERMEDIATE SCHOOL DISTRICT

1074 Pyle Drive, Kingsford, MI 49802-4494

Wendy L. Warmuth, Superintendent

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Special Education (906) 779-2692 General Education (906) 776-8136 Technology (906) 776-8112**

September 12, 2019

Navneet Adhi
Michigan Department of Treasury
Office of School Review and Fiscal Accountability
Lansing, MI

Re: Forest Park Area School's fiscal administrative review

Dear Ms. Adhi,

I would like to submit the following update on the fiscal administrative review. Our team consists of myself, the Forest Park Superintendent, the DIISD director of finance and Forest Park's business manager who also communicate with their Board of Education. We set goals and expectations for the district to reduce the State's status of fiscal stress placed on Forest Park. Our goal is to have a 5% fund balance at the end of the 2019/2020 school year.

Financial Goal

- The current fund balance ending 6/30/2019 is projected to be \$124,570. The team set a goal to reach a 5% fund balance by the end of 2019/2020. To increase the fund equity the district plans to add revenue without incurring additional expenses.

Financial Data

New adjustments to original budget

- An additional 14 students (FTE) were enrolled over what was used for 2019/2020 budget. Using \$8,071 as a per pupil foundation, this increase provides an additional \$112,994 to the revenue.
- A custodial position was reduced with an additional savings to expenditures of \$12,960 from the projection.

Actions already projected in original budget

- Select cutting their school forest added \$77,935 to their revenue.
- Two additional teaching staff were added to the 2019/2020 budget. This staff will provide technical education as well as art courses. The Forest Park School Board has a strong commitment to adding these additional courses for educational purposes.

Financial Adjustments

- With the additional per pupil foundation revenue the projected revenue would be \$4,738,490. With the reduced custodial cost the projected expenses would be \$4,671,713 adding \$66,777 to the fund balance. The prior fund equity was \$124,570 plus the new amount takes the district to \$191,347 which is short of the goal of \$233,585 by \$42,238.

Financial Advisement

- Prior years have shown significant increases from the projected fund balance after the final audit was complete.
- We recommend that Forest Park change to a monthly updated budget to help keep a better view of the current financial situation.
- We feel that the additional \$42,238 needed to meet the 5% fund balance can be achieved by reviewing actual expenses and revenue and making adjustments prior to the final budget.

On-going Analysis

- Continued meetings and discussion on major budget adjustments with Forest Park administration notifying us of significant changes.
- Review the budget after the fall count date to verify additional FTEs and funding.
- Additional review of the budget after the 2019/2020 school aid budget is approved by the State to see how it affects the entire budget and projections.

Financial Summary

- If no additional expenses occur and budget savings and revenue increases are recorded more frequently the district will meet the goal set and thus remove Forest Park from the State's list of fiscally stressed districts.

It has been a pleasure working with Forest Park on this project. Their team members are dedicated to providing the best education to their students while acknowledging the State's request to build their fund equity to a fiscally acceptable amount. We are provided all the information requested and in a timely manner. We have no obstacles that should prevent anything but a successful outcome.

We plan on submitting another fiscal review report in January to show updated information and any new adjustments if necessary. Please let me know if you need anything further or in more detail.

Update – 11 Requirements – please see yellow highlighted areas on attachments.

- After our examination of the fiscal practices we find the district is in compliance with the uniform budgeting and accounting act. We did find problems with the budget to actual monitoring and amendment practices. The budget was not adjusted closely enough to reflect changes occurring between budget adoptions. We have implemented procedures for monthly board budget updates and a different procedure for tracking and updating

budget line items. These procedures include strict monitoring and monthly board involvement. See attachment #1

2. We utilized Eidex to compare peer groups with Forest Park. The data shows that Forest Park has comparable staffing within peer groups. When comparing salaries and benefits to expenditures, they are higher than their peers and the state. We have recommended that they do a full review of staffing and scheduling with their board and administration. Please see attachment #2
3. We have seen a larger increase on the percentage spent on salary within the last year from Forest Park relative to other peer districts. We have recommended that they do a full review of staffing and scheduling with their board and administration. They will also need to review their contract language and hiring practices. Please see attachment #3
4. We have seen a larger increase on the percentage spent on benefits within the last year from Forest Park relative to other peer districts. We have recommended that they do a full review of staffing and scheduling with their board and administration. They will also need to review their contract language and hiring practices. Please see attachment #4
5. Forest Park only has one building so the only option available for cost containment is reduction of existing expenses, not building utilization. They do rent out unused space and have competitive income from rental. They did reduce their custodial staff which should reduce their building costs. They are not too far out of the comparisons to peer groups. Please see attachment #5
6. Forest Park has a higher percentage than their peers in non-instructional support. This may change as their student count increases this year however we recommend looking at their transportation and custodial staff for future savings, they have done a great job in these areas however they may find further creative solutions. They only have 3 custodian which may prove to be problematic to reduce further. Please see attachment #6
7. Forest Park has strong school of choice students from surrounding areas. They have been accurate on their past projections of surrounding areas, the unanticipated increases tend to come from out of state which is hard to predict. Please see attachment #7
8. We have reviewed the infrastructure plans which include technology and capital investments. They have been conservative on replacing technology and are utilizing what they have in an effective manner. They are in line with their building replacement schedule. We feel they can do some review of this information but they have done a great job gathering data to track future needs. Please see attachment #8
9. We examined Forest Park's substitute costs, worker compensation and other insurance programs. Forest Park hasn't used unemployment for many years

so we did not include this data. The substitute cost increased for the last two consecutive years due to two staff medical issues in each of those years. There was also a water leak that causes a spike in the property insurance. They have an excellent record as far as worker's compensation. This is an area that needs review but is difficult to budget. Please see attachment #9

10. We compared Forest Park to their peers with similar transportation miles and they are below the average cost for transportation. They provide their own transportation in house and have done a great job with cost containment. Please see attachment #10
11. We reviewed the current and future bargaining agreements. Forest Park gave modest increases to the base salary for teachers and support staff. They follow the insurance caps for both groups. We discussed future hiring practices and how important initial placement of steps are for all staff. However, in the current climate of teacher shortages in our area, this is problematic in hiring and retention of teachers. In review of state-wide averages, Forest Park is very low. Please see attachment #11

Sincerely,



Wendy L. Warmuth
Dickinson Iron ISD
Superintendent

FOREST PARK SCHOOL DISTRICT

REQUIRED SUPPLEMENTAL INFORMATION

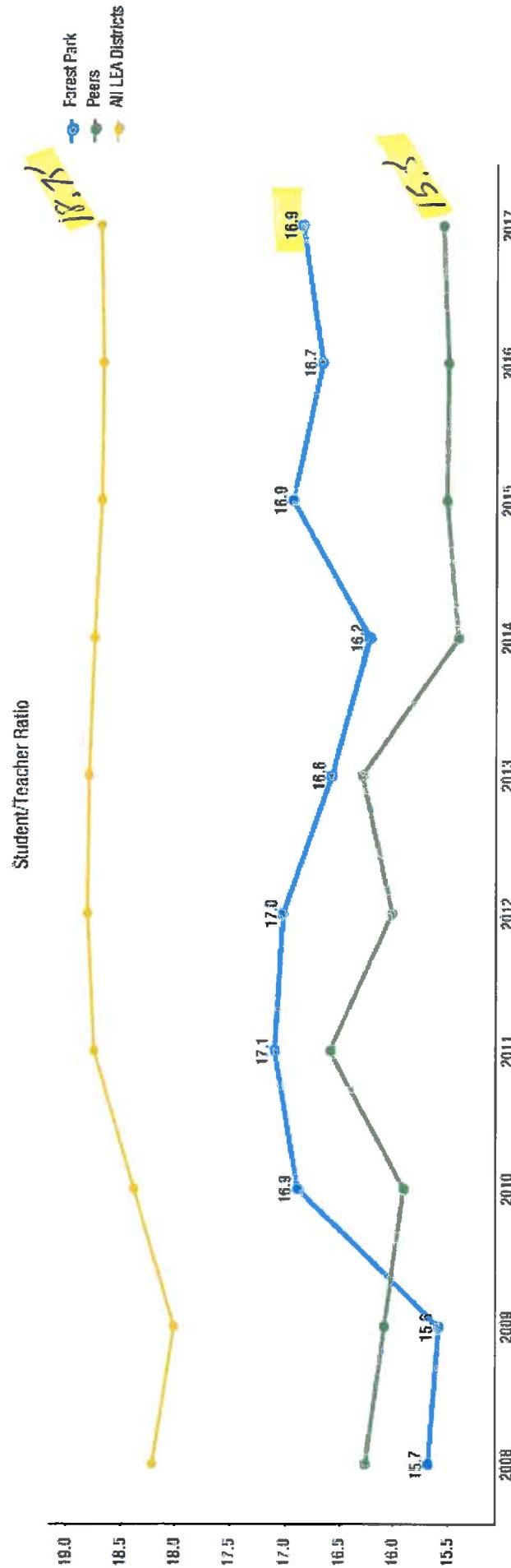
BUDGETARY COMPARISON SCHEDULE – GENERAL OPERATING FUNDS

FISCAL YEAR ENDED June 30, 2018

	ORIGINAL BUDGET	FINAL AMENDED BUDGET	ACTUAL
REVENUE			
Local Sources	\$ 2,590,464	\$ 2,596,265	\$ 2,612,446
State Sources	1,293,381	1,488,265	1,558,978
Federal Sources	102,668	147,501	144,282
Other Sources	26,564	28,433	28,333
TOTAL REVENUE	4,013,077	4,260,464	4,344,039
EXPENDITURES - CURRENT			
<i>Instruction :</i>			
Basic Programs	2,024,543	2,121,382	2,193,553
Added Needs	559,199	654,791	656,047
<i>Supporting Services :</i>			
Pupil	102,137	106,493	107,856
General Administration	197,298	200,817	189,370
School Administration	255,204	253,141	248,363
Business Services	163,798	179,703	138,605
Operation and Maintenance	455,794	464,721	457,227
Transportation	286,784	278,557	268,911
Other Supporting Services	41,167	44,101	59,841
Community Services	-	-	11,691
TOTAL EXPENDITURES	4,085,924	4,303,706	4,331,464
OTHER FINANCING SOURCES (USES)			
Operating Transfers In	-	-	-
Operating Transfers Out	(79,000)	(93,000)	(90,976)
NET CHANGE IN FUND BALANCE	(151,847)	(136,242)	(78,401)
FUND BALANCE - BEGINNING OF YEAR	235,334	235,334	235,334
FUND BALANCE - END OF YEAR	\$ 83,487	\$ 99,092	\$ 156,933

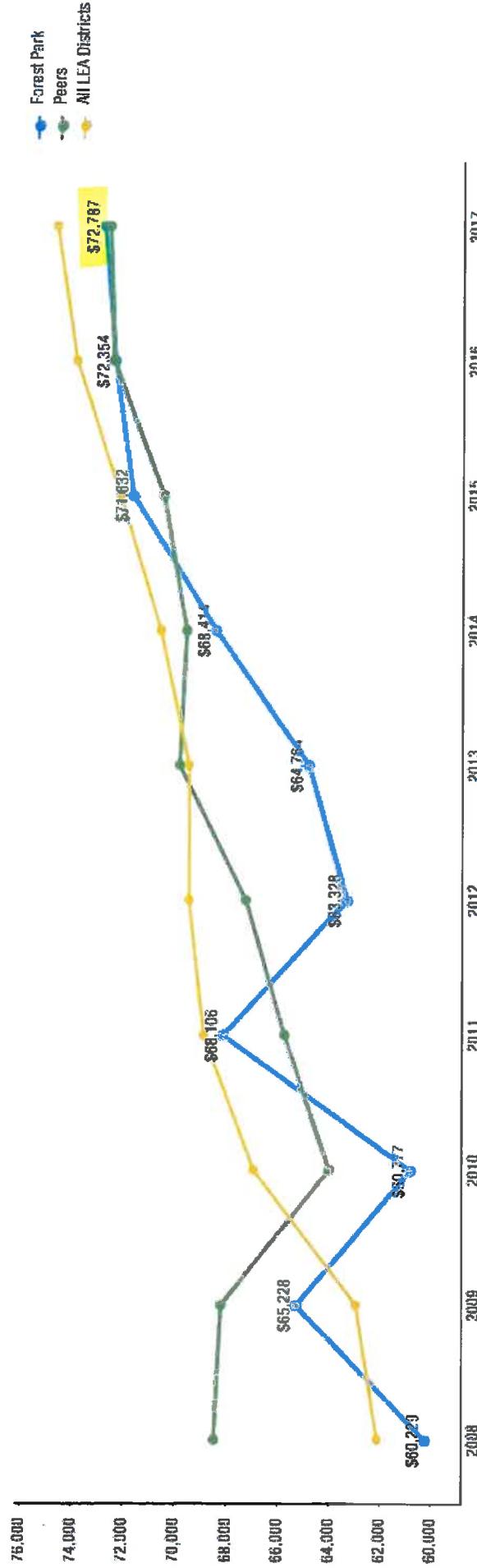
The notes to the financial statements are an integral part of this report.

Student/Teacher Ratio



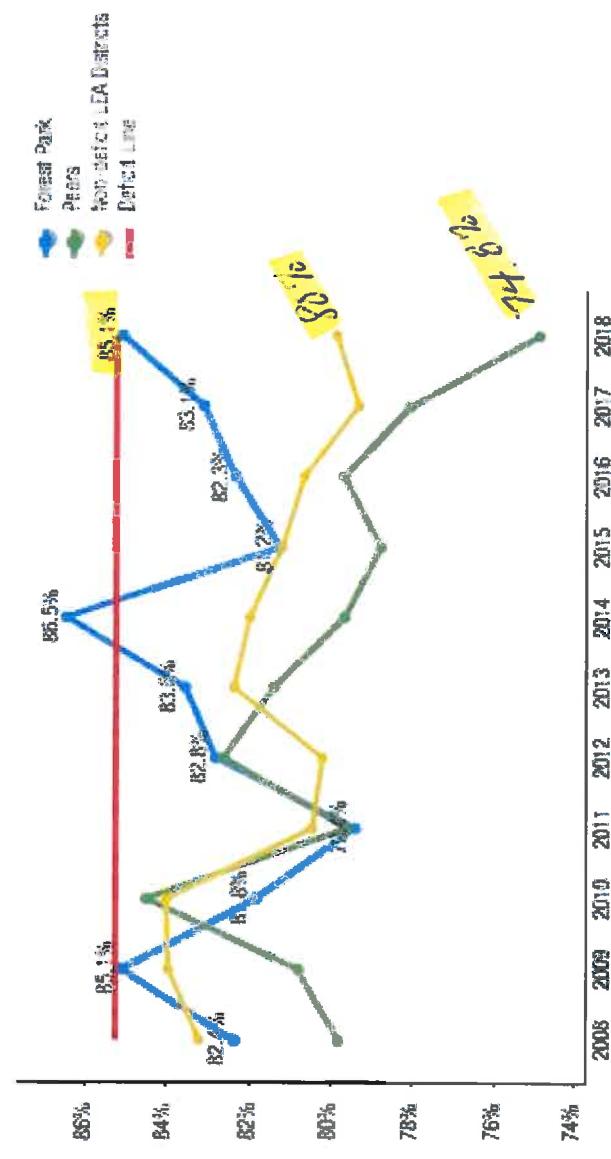
General Fund Expenditure \$ per FTE (Staffing)

General Fund Expenditure \$ per FTE



Salaries and Benefits to Revenue

Salaries and Benefits to Revenue

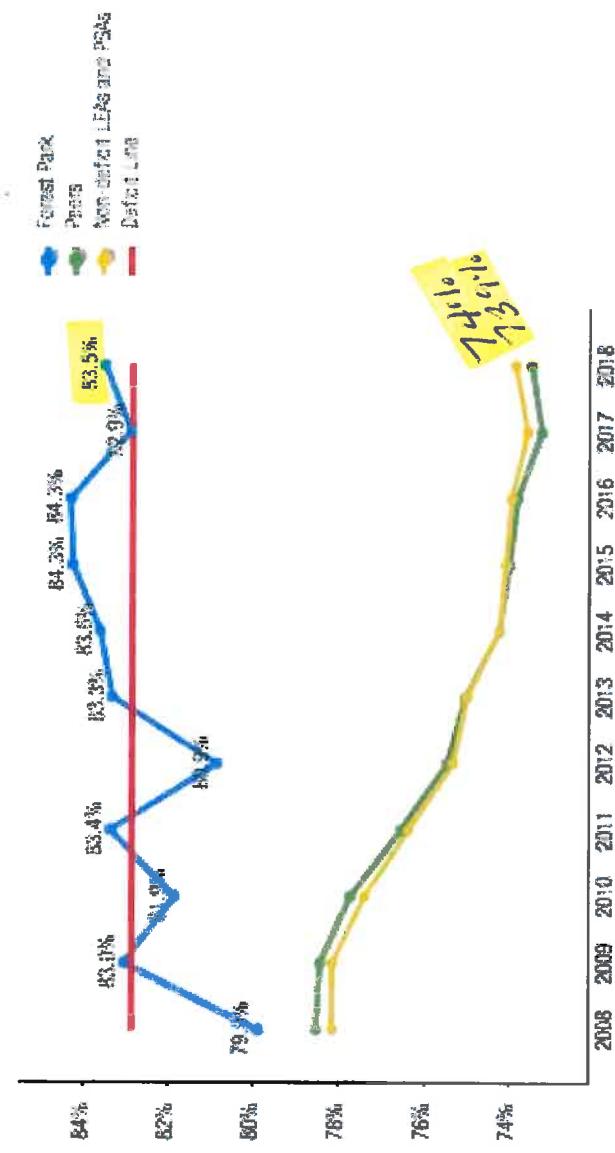


Salaries and Benefits to Revenue

Forest Park
Parks
Non-deficit LEA Districts
Deficit LEA

#2

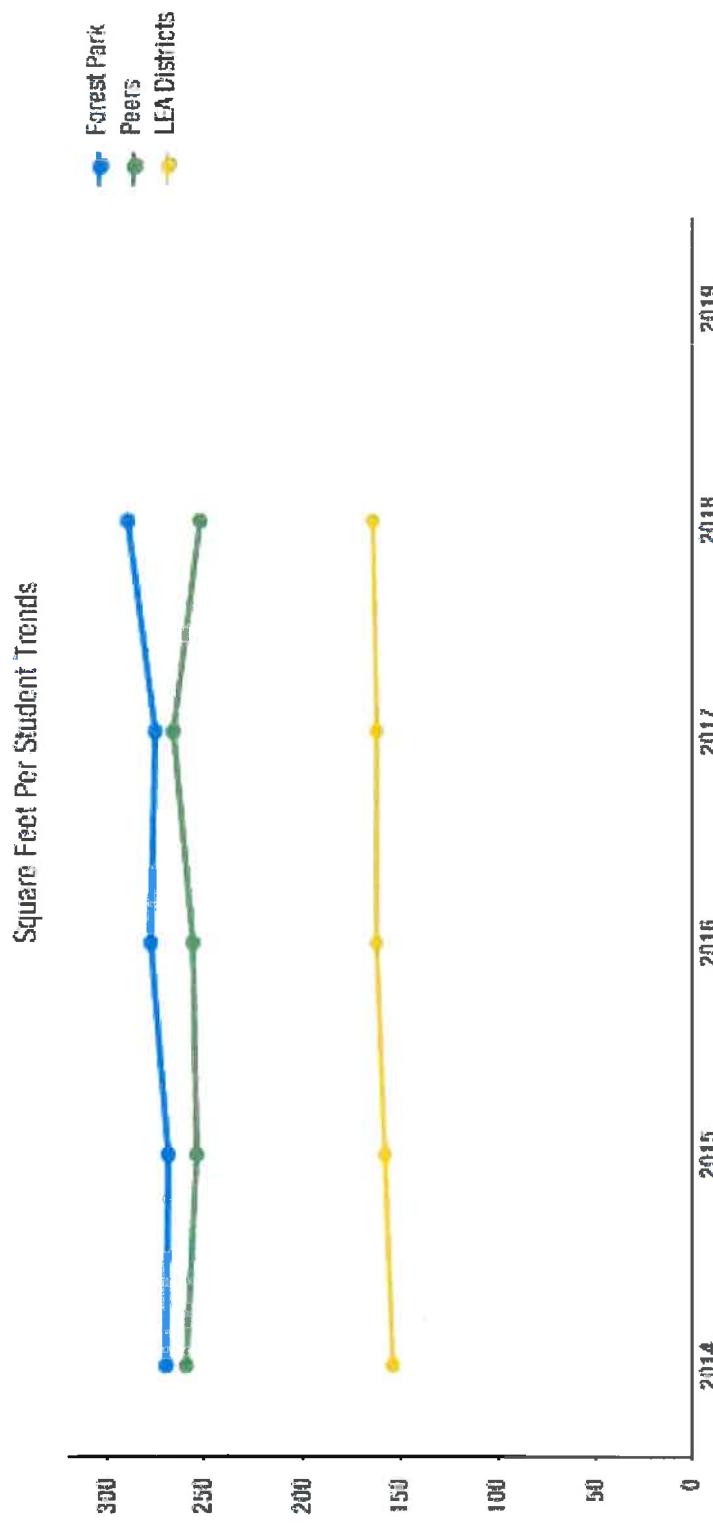
Salaries and Benefits to Expenditures

Salaries and Benefits to Expenditures

Forest Park Year over Year by Object							
Object	Object Name	2017 Expenditures	2017 Exp. per Student	2018 Expenditures	2018 Exp. per Student	My change (\$ per student)	Peers Change (%)
1000	1100 Administration Salaries	\$2,015,112	\$4,601	\$2,055,875	\$4,930	\$329.44	7.2%
1000	1100 Administration Salaries	\$268,214	\$612	\$257,179	\$617	\$-11.05	-0.7%
1000	1200 Professional-Educational Salaries	\$1,413,689	\$3,228	\$1,428,309	\$3,425	\$14.61	6.1%
1000	1300 Professional-Business Salaries	\$54,340	\$124	\$51,322	\$123	(\$3.09)	-0.8%
1000	1500 Technical Salaries	\$0	\$0	\$0	\$0	\$0.00	-
1000	1600 Operation and Service Salaries	\$254,668	\$581	\$266,058	\$638	\$11.38	9.7%
1000	1800 Temporary Salaries	\$24,201	\$55	\$23,007	\$127	(\$11.20)	-1.3%
1000	1900 Overtime Salaries	\$0	\$0	\$0	\$0.00	\$16.35	130.1%
						\$1.01	49.3%
							1.7%

Forest Park Year over Year by Object						
Object	Object Name	2017 Expenditures	2017 Exp. per Student	2018 Expenditures	2018 Exp. per Student	My % change (\$ per student)
		\$1,423,360	\$3,250	\$1,556,732	\$3,733	\$183.42 14.9% 6.0%
2000	2100 Employee Insurance Benefits	\$467,726	\$1,068	\$477,808	\$1,146	\$77.95 7.3% \$14.89 1.7%
2000	2200 Special Employee Leave Payments Benefits	\$0	\$0	\$0	\$0	- \$3.79 34.3%
2000	2300 Special Employee Allowances Benefits	\$0	\$0	\$0	\$0	- (\$0.08) -2.2%
2000	2400 Professional Services, E.E Benefits	\$888	\$2	\$1,385	\$3	\$1.30 63.9% (\$0.05) -9.4%
2000	2800 FICA, Retirement, WC, Benefits Unemployment	\$892,276	\$2,037	\$974,978	\$2,338	\$300.92 14.8% \$158.98 7.6%
2000	2900 Other Employee Benefits	\$62,470	\$143	\$102,561	\$246	\$103.33 72.4% \$5.88 12.1%

Forest Park Year over Year by Function						
Function	Function Name	Function Detail	2017 Expenditures	2017 Exp. per Student	2018 Expenditures	2018 Exp. per Student
200	260 Operations	261 Operations & Maintenance Services	\$440,742	\$1,006	\$457,227	\$1,096
	Supporting and Maintenance Services		\$440,742	\$1,006	\$457,227	\$1,096



#4

Function	Function Name	Function Detail	2017 Expenditures	2017 Exp. per Student	2018 Expenditures	2018 Exp. per Student	My change (\$ per student)	My % change	Peers Change	Peers % Change
200	210 Pupil Supporting Services	211 Truancy/Absenteeism Services	\$1,506,214	\$3,439	\$1,538,209	\$3,689	\$249.91	7.3%	\$191.77	4.6%
200	210 Pupil Supporting Services	212 Guidance Services	\$97,066	\$222	\$107,856	\$259	\$37.03	16.7%	(\$42.19)	-45.9%
200	210 Pupil Supporting Services	213 Health Services	\$0	\$0	\$0	\$0	\$0.00	-	\$1.08	117.3%
200	210 Pupil Supporting Services	215 Speech Pathology and Audiology Services	\$0	\$0	\$0	\$0	\$0.00	-	(\$2.10)	-2.3%
200	210 Pupil Supporting Services	216 Social Work Services	\$0	\$0	\$0	\$0	\$0.00	-	\$63.29	159.3%
200	210 Pupil Supporting Services	219 Other Pupil Support Services	\$18,779	\$43	\$20,570	\$49	\$6.46	15.1%	(\$2.98)	-30.7%
200	220 Supporting Instructional Staff Support Services	221 Improvement of Instruction	\$0	\$0	\$2,600	\$6	\$6.23	-	(\$0.55)	-0.7%
200	220 Supporting Instructional Staff Support Services	222 Educational Media Services	\$0	\$0	\$0	\$0	\$0.00	-	(\$43.34)	-96.4%
200	220 Supporting Instructional Staff Support Services	225 Instruction Related Technology	\$82,010	\$187	\$83,249	\$200	\$12.40	6.6%	(\$18.53)	-32.5%
200	220 Supporting Instructional Staff Support Services	226 Supervision & Direction of Instructional Staff	\$0	\$0	\$0	\$0	\$0.00	-	\$63.30	-
200	220 Supporting Instructional Staff Support Services	227 Academic Student Assessment	\$0	\$0	\$1,438	\$3	\$3.45	-	\$33.90	429.5%
200	230 General Supporting Services	231 Board of Education	\$34,371	\$78	\$36,552	\$88	\$9.18	11.7%	(\$34.95)	-29.1%
200	230 General Supporting Services	232 Executive	\$135,885	\$310	\$152,818	\$366	\$56.23	18.1%	\$10.93	5.3%

<https://focus.eidexinsiahits.com/QvAixZfc/QvsViewClient.aspx?public=on&size=long&name=Tempo>

#6 Continuous

Forest Park Year over Year by Function

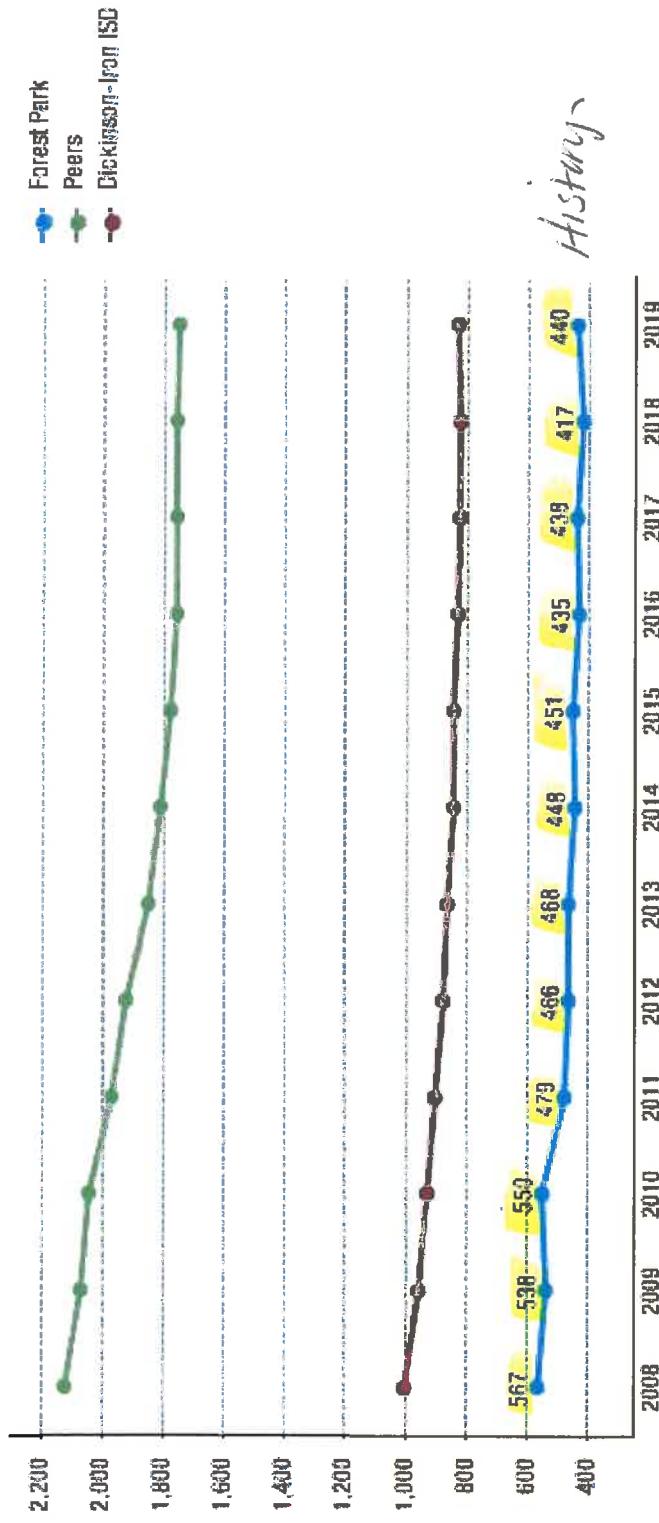
Supporting Services		Administration		Administration	
200 Supporting Services	240 School Administration	241 Office of the Principal	\$264,326	\$603	\$248,363
200 Supporting Services	250 Business Support Services	252 Fiscal Services	\$104,181	\$238	\$100,038
200 Supporting Services	250 Business Support Services	259 Other Business Services	\$69,442	\$159	\$38,567
200 Supporting Services	260 Operations and Maintenance Services	261 Operations & Maintenance Services	\$440,742	\$1,006	\$457,227
200 Supporting Services	260 Operations and Maintenance Services	266 Security Services	\$0	\$0	\$0
200 Supporting Services	270 Pupil Transportation Services	271 Pupil Transportation Services	\$242,643	\$554	\$268,911
200 Supporting Services	280 Central and Data Services	281 Planning, Research, Development, and Evaluation	\$0	\$0	\$0
200 Supporting Services	280 Central and Data Services	282 Communication Services	\$0	\$0	\$0
200 Supporting Services	280 Central and Data Services	283 Staff/Personnel Services	\$0	\$0	\$0
200 Supporting Services	280 Central and Data Services	284 Non-Instructional Technology Services	\$0	\$0	\$0
200 Supporting Services	280 Central and Data Services	285 Pupil Accounting	\$0	\$0	\$0
200 Supporting Services	290 Other Supporting Services	291 Pupil Activities	\$16,769	\$38	\$20,021
200 Supporting Services	290 Other Supporting Services	293 Athletic Activities	\$0	\$0	\$0

Student Count Trends

Student Count Trends

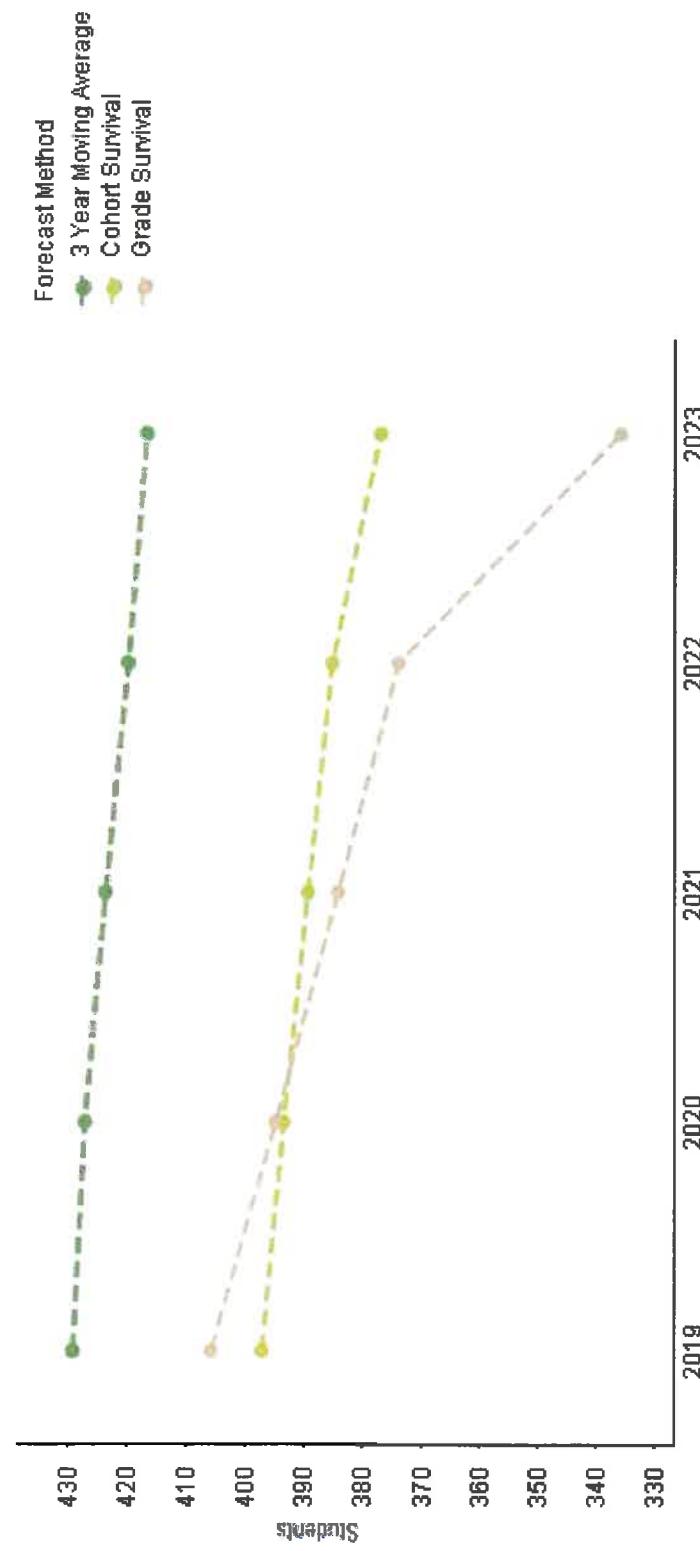
#7

Student Count Trends



Enrollment Forecasts

K-12 Enrollment Forecasts

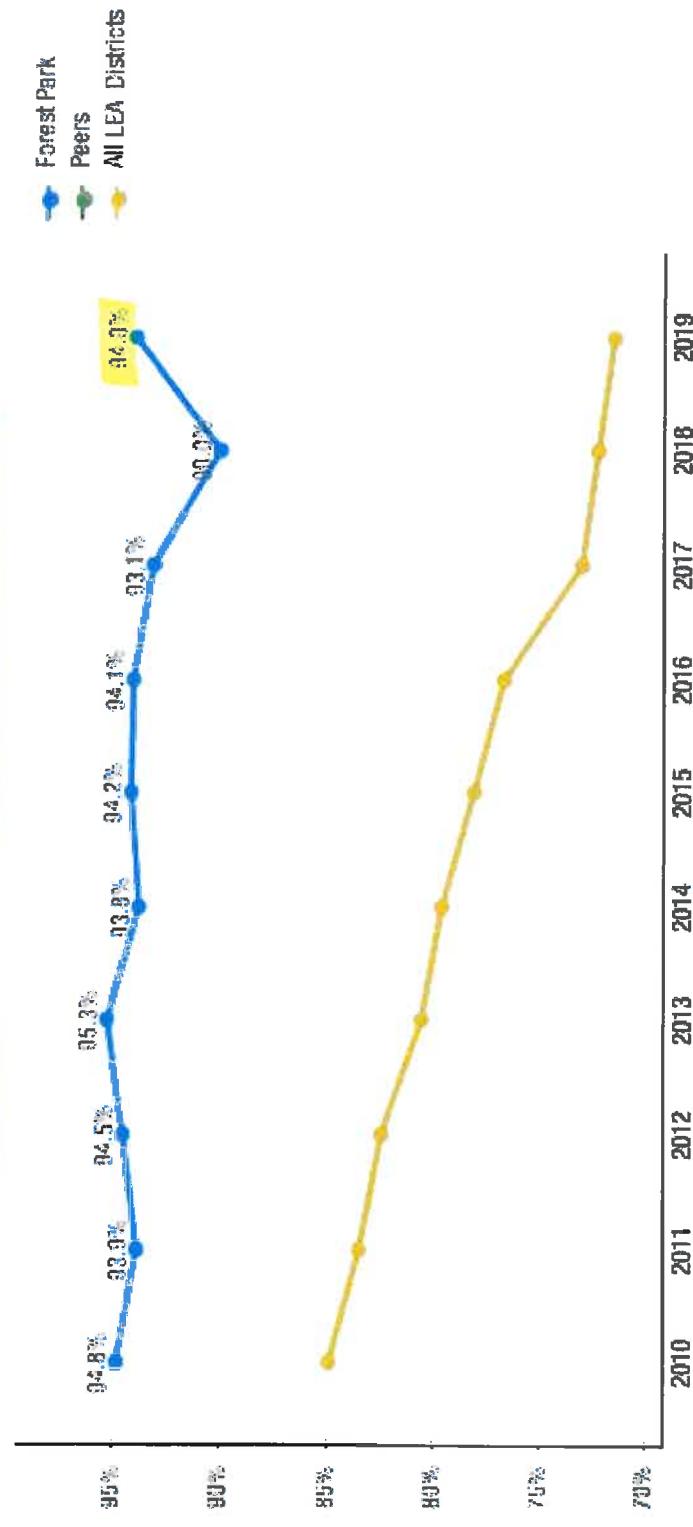


Selection Status:

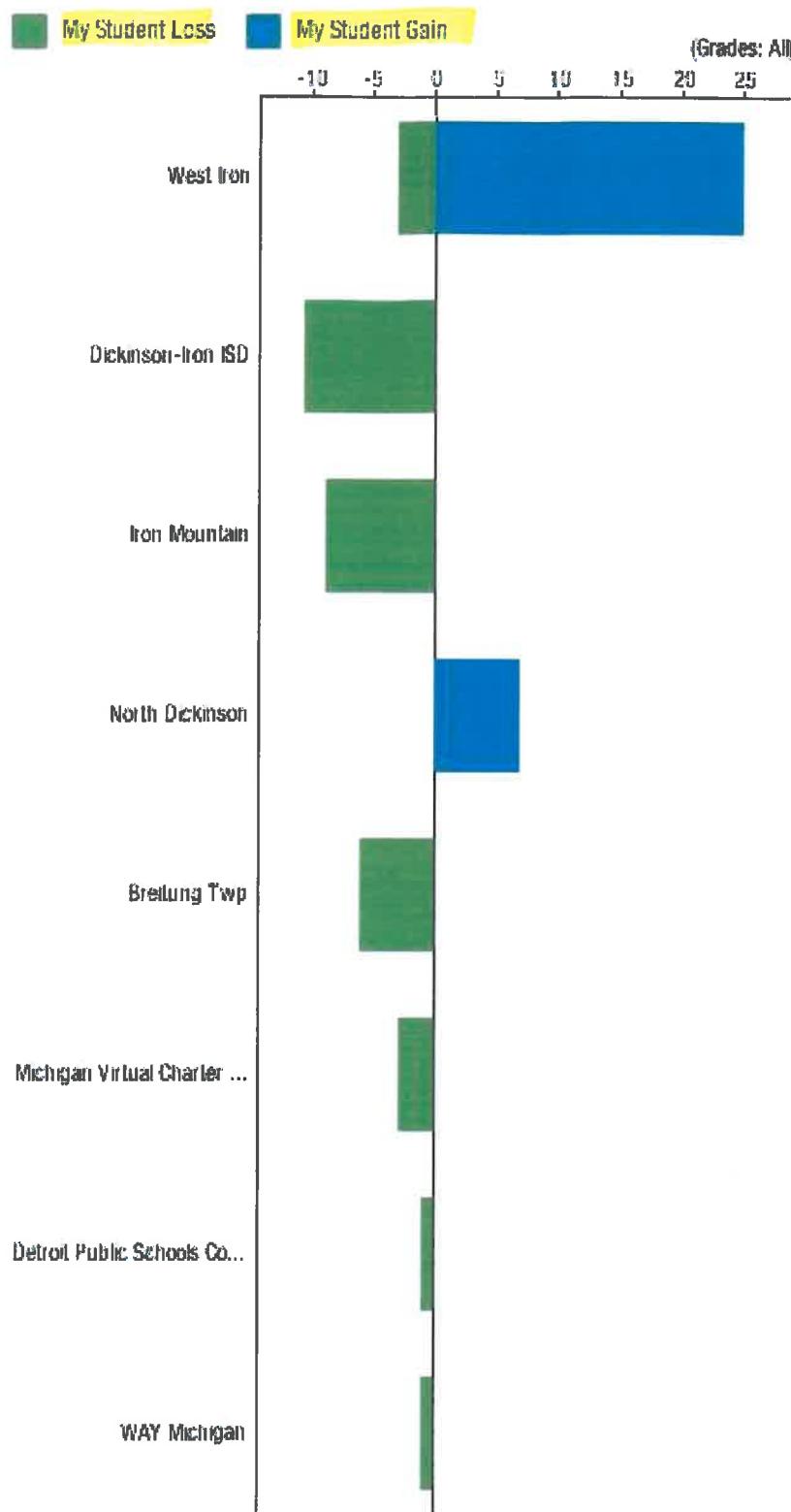
Fund Code 11
 Forecast Grade K-12
 Forecast Count Type Headcount

Market Share

In-District Students Attending District Schools (Student Count) (%)



2019 School of Choice Gains vs Losses (Student FTE)



#8

District Technology Planning Snapshot		Forest Park		2019		Updated: 4/25/2019	
Hardware only - not maintenance, repair, support, software licenses, internet access, etc.							
Desktops & Laptops:							
OptiPlex 755	2007	12	5	2012	24	\$800	\$19,200
Latitude E5500	2009	10	5	2014	1	\$800	\$800
ThinkPad Edge 0301.JDU	2009	10	5	2014	9	\$800	\$7,200
OptiPlex 980	2010	9	5	2015	1	\$800	\$800
Vostro 3400	2010	9	5	2015	1	\$800	\$800
OptiPlex 790	2011	8	5	2016	2	\$800	\$1,600
OptiPlex 990	2011	8	5	2016	1	\$800	\$800
OptiPlex 7010	2012	7	5	2017	31	\$800	\$24,800
Latitude E5430 non-uPro	2012	6	5	2018	7	\$800	\$5,600
OptiPlex 3020	2013	6	5	2018	3	\$800	\$2,400
OptiPlex 9020	2013	6	5	2018	2	\$800	\$1,600
HP ProBook x360 11 G1 EE	2015	4	5	2020	3	\$800	\$2,400
Latitude 3450	2015	4	5	2020	2	\$800	\$1,600
OptiPlex 3040	2015	4	5	2020	25	\$800	\$20,000
Latitude 3460	2016	3	5	2021	2	\$800	\$1,600
Latitude 7370	2016	3	5	2021	1	\$800	\$800
OptiPlex 3050	2017	2	5	2022	33	\$800	\$26,400
OptiPlex 7050	2017	2	5	2022	1	\$800	\$800
Latitude 3490	2018	1	5	2022	1	\$800	\$800
Classroom Student (K-12)							
Chromebook Carts	2016	3	4	2020	40	\$275	\$11,000
Chromebook Carts	2016	3	4	2020	24	\$275	\$6,600
Kurt Chromebooks	2016	3	4	2020	32	\$275	\$8,800
Chromebook for Carts	2017	2	4	2021	24	\$275	\$6,600
Chromebook for Carts	2018	1	4	2022	10	\$275	\$2,750
Chromebook spring	2018	1	4	2022	50	\$275	\$13,750
Chromebook	2018	1	4	2022	50	\$275	\$13,750
iPads							
RM 201--eMac	2006	13	5	2011	5	\$800	\$4,000
Server(file, VM, etc)	2018	1	5	2023	1	\$5,239	\$5,239
NAS	2013	6	5	2018	1	\$5,600	\$5,600
VM hosted server (PowerSchool)	2011	N/A	NA	N/A	1	\$800	\$800
UPSS	2013	6	7	2020	6	\$2,000	\$12,000
Network Core	2013	6	6	2019	1	\$3,500	\$3,500
Network Edge	2013	6	7	2020	18	\$1,800	\$32,400
Wireless Network WAPs	2013	6	7	2020	35	\$350	\$12,250
Phones	2014	5	6	2020	59	\$150	\$8,850
Video Security	2014	5	6	2020	44	\$400	\$17,600
Video Conferencing	2002	17	8	2010	1	\$4,500	\$4,500
Printers	2002	17	7	2009	8	\$2,000	\$16,000
Copiers	2019	0	5	2024	4	\$8,000	\$32,000
Old Sharp Copiers	2019	0	5	2024	2	\$16,000	\$32,000
						\$359,389	\$70,253 Annual budget (total)
							Grand total technology investment

	Year	cost when last replaced	replacement estimate 2016 dollars	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Bus #4	2012		International															
Bus #5	2007		Freightliner															
Bus #6	2002		Freightliner															
Bus #7	2010		International															
Bus #8	2001		Bluebird															
VEHICLES																		
Van	2008		65000Chevy Express															
Truck w/snowplow	1994		47,000 Ford F250															
Building Interior Spaces																		
Gym floor-Eddie Chambers	1970												\$ 100,000.00					
Hallway carpeting-elementary	1998												x					
Exterior doors-old high school	1970																	
Door 3 Eddie Chambers	2014	\$ 25,000.00																
Door 4 Band Room	1970												x					
Door 5 Handicapped	2017	\$ 3,800.00																
Exterior doors-elementary	1998																	
Gym floor-Eddie Chambers	2018																	
Gym floor-elementary	1998																	
Outdoor lighting	2016	\$ 1,700.00																
gym lighting	2017	\$ 3,800.00																
Office lighting	2017	\$ 2,000.00																
Horst, Santi, Stacy, Nurmi	2016	\$ 4,000.00																
Hallway lighting	2016	\$ 8,000.00																
parking lot lights- shoebox bulbs																		
Mechanical room automation			\$ 180,000.00															
Downstairs Hallway painting	2015												x					
Upstairs hallway painting	2017												x					
Cafeteria painting	2016																	
Bathroom stall replacement																		
elementary upstairs painting																		
MS downstairs painting																		
HS downstairs painting																		
Main Air Compressor	2015	new motor																
Plumbing																		
Elementary water heater	2008																	
Highs School water heater 1	2008																	
Highs School water heater 2	2008																	

#8 init

	Year	cost when last replaced	replacement estimate 2016 dollars	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Heating and Cooling																		
HS Boiler (2) automation	1998																	
Elementary boiler (3) automation	1998																	
Pneumatic Controls	1998																	
Air conditioners Business lab #6	1998	\$ 20,000.00																
Air conditioners office/library	1998																	
Air conditioners business office	2015	\$ 1,500.00																
Air conditioners mp room	2016	\$ 3,300.00																
Maintenance equipment																		
Floor Scrubber	2012	\$ 6,500.00																
Mower, Riding zero turn	2016																	
John Deere 2025 tractor	?	\$ 27,400.00																
Bus Jack	2016	\$ 5,000.00																
trimmer attachment	?																	
Snowblower	2007																	

Substitute Costs

Account_Number	Vendor_Name	Amount	Description
Total 2015-16		31,257.34	
Total 2016-17		36,868.96	
Total 2017-18		64,142.69	Included a long term substitute for 2 courses
Total 2018-19		55,904.26	Included a long term substitute for 2 courses

20
19

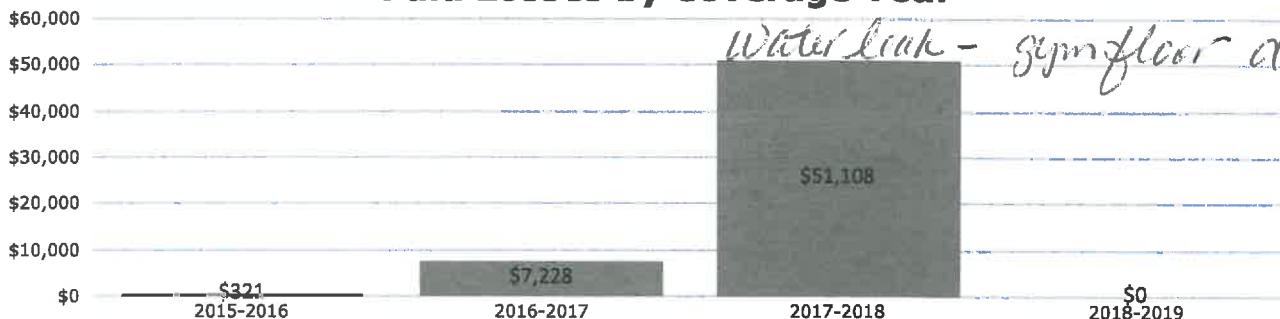
MEMBER BENEFIT REVIEW | MASB-SEG PROPERTY/CASUALTY POOL

LOSS EXPERIENCE

FOREST PARK SCHOOL DISTRICT

LOSS RUN AS OF FOR 7/1/15 TO 3/29/2019

Paid Losses by Coverage Year*



*The absence of specific fund year information in the above graph or chart indicates the district does not have any claims paid that fund year

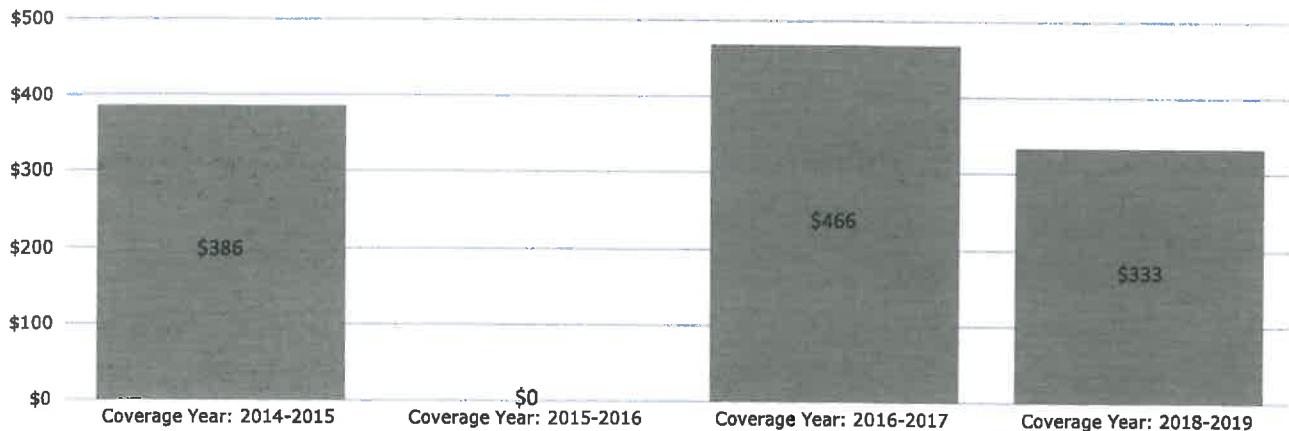
	Open Claims	Claims Paid	Total Paid
Auto Physical Damage	0	1	\$2,797
Commercial Liability	0	6	\$9,116
Property	1	5	\$46,744
Total	1	12	\$58,657

LOSS EXPERIENCE

FOREST PARK SCHOOL DISTRICT

Loss Run for 7/1/14 to Present

Incurred Losses by Year*



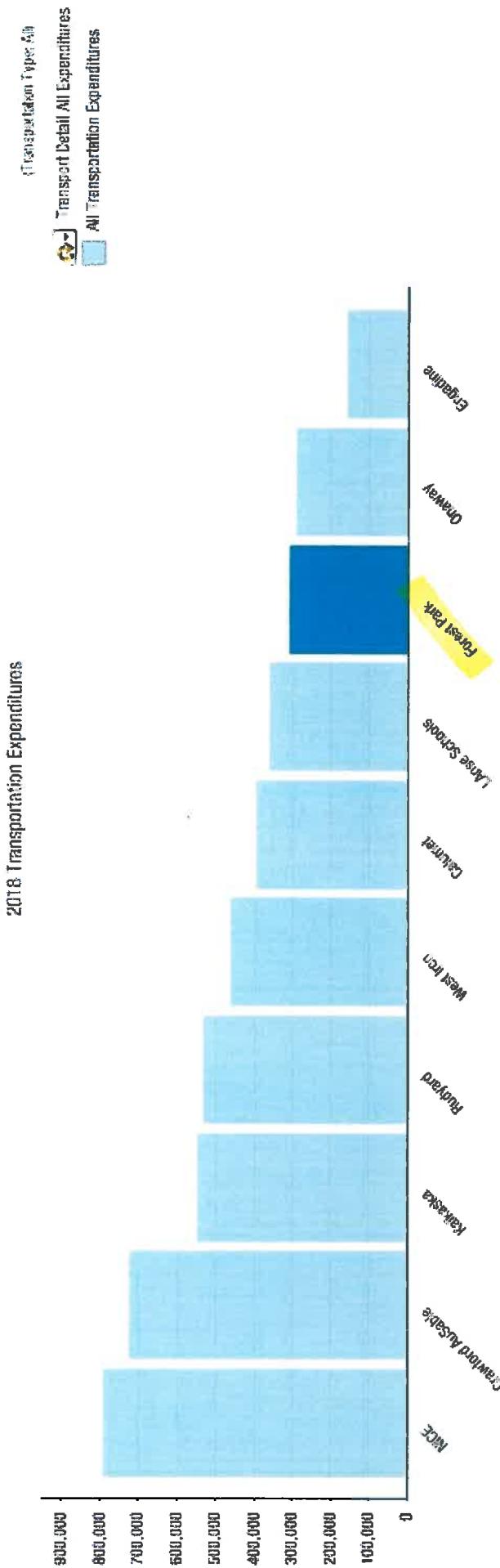
	# Claims	Total Paid	Reserves	TGI
Coverage Year: 2018-2019	1	\$333	\$0	\$333
Coverage Year: 2016-2017	1	\$466	\$0	\$466
Coverage Year: 2015-2016	1	\$0	\$0	\$0
Coverage Year: 2014-2015	1	\$386	\$0	\$386
Total	4	\$1,185	\$0	\$1,185

*The absence of specific fund year information in the above graph or chart indicates the district does not have any claims for that fund year

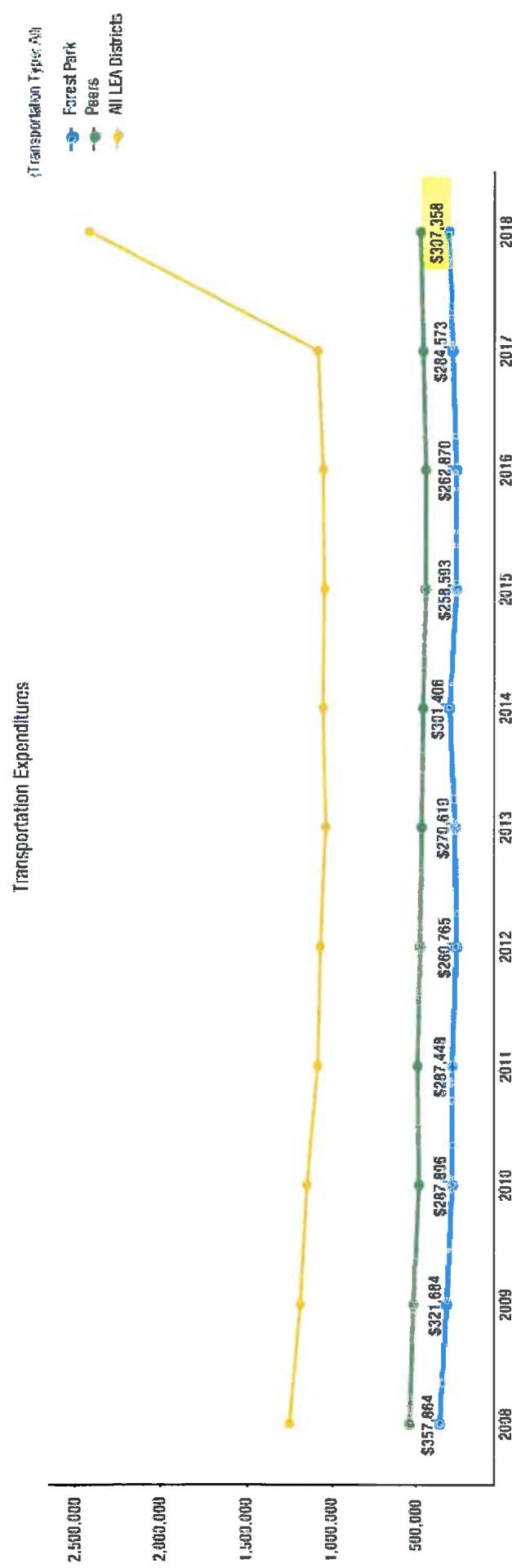
2018 Transportation Expenditures

9/27/2019

2018 Transportation Expenditures



Transportation Expenditures



Teachers

Appendix A
2017-2018 Salary Schedule

	2017-18 (Second Semester)				2018-19 (Year 2 – 2% Increase to Base)				
	BA	BA+24	MA	MA+15		BA	BA+24	MA	MA+15
1	\$33,660	\$35,700	\$37,740	\$39,780	2	\$35,283	\$37,452	\$39,550	\$41,631
2	\$34,591	\$36,717	\$38,774	\$40,814	3	\$36,214	\$38,469	\$40,584	\$42,665
3	\$35,522	\$37,735	\$39,809	\$41,849	4	\$37,145	\$39,486	\$41,619	\$43,700
4	\$36,453	\$38,752	\$40,843	\$42,883	5	\$38,076	\$40,503	\$42,653	\$44,734
5	\$37,384	\$39,769	\$41,878	\$43,918	6	\$39,007	\$41,521	\$43,688	\$45,769
6	\$38,315	\$40,786	\$42,912	\$44,952	7	\$39,938	\$42,538	\$44,722	\$46,803
7	\$39,246	\$41,804	\$43,947	\$45,987	8	\$40,869	\$43,555	\$45,757	\$47,838
8	\$40,177	\$42,821	\$44,981	\$47,021	9	\$41,800	\$44,572	\$46,791	\$48,872
9	\$41,108	\$43,838	\$46,016	\$48,056	10	\$42,731	\$45,590	\$47,826	\$49,907
10	\$42,039	\$44,855	\$47,050	\$49,090	11	\$43,662	\$46,607	\$48,860	\$50,941
11	\$42,970	\$45,873	\$48,085	\$50,125	12	\$44,593	\$47,624	\$49,895	\$51,976
12	\$43,901	\$46,890	\$49,119	\$51,159	13	\$45,524	\$48,641	\$50,929	\$53,010
13	\$44,832	\$47,907	\$50,154	\$52,194	14	\$46,455	\$49,659	\$51,964	\$54,045
14	\$45,763	\$48,924	\$51,188	\$53,228	15	\$47,386	\$50,676	\$52,998	\$55,079
15	\$46,694	\$49,942	\$52,223	\$54,263	16	\$48,317	\$51,693	\$54,033	\$56,113
16	\$47,625	\$50,959	\$53,257	\$55,297	17	\$49,248	\$52,710	\$55,067	\$57,148
17	\$48,556	\$51,976	\$54,292	\$56,332	18	\$50,179	\$53,728	\$56,102	\$58,182
18	\$49,488	\$52,993	\$55,326	\$57,366	19	\$51,110	\$54,745	\$57,136	\$59,217
19	\$50,419	\$54,011	\$56,361	\$58,401	20	\$52,041	\$55,762	\$58,171	\$60,251
20	\$51,350	\$55,028	\$57,395	\$59,435	21	\$52,972	\$56,779	\$59,205	\$61,286
21	\$52,281	\$56,045	\$58,430	\$60,470	22	\$53,903	\$57,797	\$60,240	\$62,320
22	\$53,212	\$57,062	\$59,464	\$61,504	23	\$54,834	\$58,814	\$61,274	\$63,355
23	\$54,143	\$58,080	\$60,499	\$62,539	24	\$55,766	\$59,831	\$62,309	\$64,389
24	\$55,074	\$59,097	\$61,533	\$63,573	25	\$56,697	\$60,848	\$63,343	\$65,424
25	\$56,005	\$60,114	\$62,568	\$64,608	26	\$57,628	\$61,866	\$64,377	\$66,458
26	\$56,936	\$61,131	\$63,602	\$65,642	27	\$58,559	\$62,883	\$65,412	\$67,493
27	\$57,867	\$62,149	\$64,636	\$66,676	28	\$59,490	\$63,900	\$66,446	\$68,527
28	\$58,798	\$63,166	\$65,671	\$67,711	29	\$60,421	\$64,917	\$67,481	\$69,562
29	\$59,729	\$64,183	\$66,705	\$68,745	30	\$61,352	\$65,935	\$68,515	\$70,596
30	\$60,660	\$65,200	\$67,740	\$69,780					

2019-2020
(Year 3 – 1.5% Increase to Base)

	BA	Ba+24	MA	MA+15
3	\$36,757	\$39,046	\$41,193	\$43,305
4	\$37,688	\$40,063	\$42,228	\$44,340
5	\$38,619	\$41,080	\$43,262	\$45,374
6	\$39,550	\$42,098	\$44,297	\$46,409
7	\$40,481	\$43,115	\$45,331	\$47,443
8	\$41,412	\$44,132	\$46,366	\$48,478
9	\$42,343	\$45,149	\$47,400	\$49,512
10	\$43,274	\$46,167	\$48,435	\$50,547
11	\$44,205	\$47,184	\$49,469	\$51,581
12	\$45,136	\$48,201	\$50,504	\$52,616
13	\$46,067	\$49,218	\$51,538	\$53,650
14	\$46,998	\$50,236	\$52,572	\$54,685
15	\$47,929	\$51,253	\$53,607	\$55,719
16	\$48,860	\$52,270	\$54,641	\$56,753
17	\$49,792	\$53,287	\$55,676	\$57,788
18	\$50,723	\$54,305	\$56,710	\$58,822
19	\$51,654	\$55,322	\$57,745	\$59,857
20	\$52,585	\$56,339	\$58,779	\$60,891
21	\$53,516	\$57,356	\$59,814	\$61,926
22	\$54,447	\$58,374	\$60,848	\$62,960
23	\$55,378	\$59,391	\$61,883	\$63,995
24	\$56,309	\$60,408	\$62,917	\$65,029
25	\$57,240	\$61,425	\$63,952	\$66,064
26	\$58,171	\$62,443	\$64,986	\$67,098
27	\$59,102	\$63,460	\$66,021	\$68,133
28	\$60,033	\$64,477	\$67,055	\$69,167
29	\$60,964	\$65,494	\$68,090	\$70,202
30	\$61,895	\$66,512	\$69,124	\$71,236

Beginning the second semester of 2017-18 school year, step 1 will be removed. Beginning the first day of 2018-19 school year, step 2 will be removed. Beginning on 2019-20 school year, the schedule will begin on step 3.

Longevity shall be added to each lane as follows: The difference between step 30 and Step 29 of each column shall be added to step 30 for each year after 30 years. This addition will be cumulative. In order to receive longevity, an employee must have worked in the district for at least 10 years.

Support Staff

APPENDIX A

Effective 2013-14 2014-15	8/14/2015 payroll 2% 1.50%	Employees hired prior to 2012-13			2015- 16	2016- 17	2017- 18
		2012-13	2013-14	2014-15			
2015-16	1%						
2016-17	1%						
2017-18	1.5%						
<u>OFFICE DIVISION</u>							
Secretary-Clerk							
Secondary School	16.69	17.02	17.28	17.45	17.62	17.89	
Secretary-Clerk Elem School	16.69	17.02	17.28	17.45	17.62	17.89	
Secretary-Clerk Utility Duties	15.63	15.94	16.18	16.34	16.51	16.75	
<u>DIRECTORS</u>							
Transportation	17.04	17.38	17.64	17.82	18.00	18.27	
Maintenance	17.04	17.38	17.64	17.82	18.00	18.27	
Supervisor-Head Cook	17.04	17.38	17.64	17.82	18.00	18.27	
<u>CUSTODIAL/MAINTENANCE DIVISION*</u>							
Heating/Maintenance/Transp	16.34	16.67	16.92	17.09	17.26	17.52	
Trans Custodial Maintenance	15.96	16.28	16.53	16.69	16.86	17.11	
Custodial/Maintenance	15.73	16.05	16.29	16.45	16.61	16.86	
Custodial/Sub Custodian	15.08	15.38	15.61	15.77	15.93	16.16	
<u>FOOD SERVICE DIVISION</u>							
Assistant Cooks-Bakers	14.55	14.84	15.06	15.21	15.37	15.60	
Kitchen-Dining Room Aides	14.20	14.49	14.71	14.85	15.00	15.23	
Ticket Sales & Acctn	15.09	15.39	15.62	15.78	15.94	16.18	
<u>TRANSPORTATION DIVISION</u>							
Bus Maintenance	15.79	16.11	16.35	16.51	16.68	16.93	
Bus Driver-Regular	15.96	16.28	16.53	16.69	16.86	17.11	
Substitute Drivers	13.97	14.25	14.46	14.61	14.75	14.98	
<u>OTHER DIVISIONS</u>							
Library Aide	14.20	14.49	14.71	14.85	15.00	15.23	
Teacher Aide	14.20	14.49	14.71	14.85	15.00	15.23	
Recess Aide	14.20	14.49	14.71	14.85	15.00	15.23	
Special Aide	14.20	14.49	14.71	14.85	15.00	15.23	

Effective 7/1/2018 payroll

2018-19	0.37	2017-18	2018-19	2019-20	2020-21
2019-20	0.40				
2020-21	0.40				
<u>OFFICE DIVISION</u>					
Secretary-Clerk					
Secondary School	17.89	18.26	18.66	19.06	
Secretary-Clerk Elem School	17.89	18.26	18.66	19.06	
Secretary-Clerk Utility Duties	16.75	17.12	17.52	17.92	
<u>DIRECTORS</u>					
*2018 new hire Transportation Supervisor -0 years experience		18.00			
Transportation	18.27	18.64	19.04	19.44	
Maintenance	18.27	18.64	19.04	19.44	
Supervisor-Head Cook	18.27	18.64	19.04	19.44	
<u>CUSTODIAL/MAINTENANCE DIVISION*</u>					
Heating/Maintenance/Transp	17.52	17.89	18.29	18.69	
Trans Custodial Maintenance	17.11	17.48	17.88	18.28	
Custodial/Maintenance	16.86	17.23	17.63	18.03	
Custodial/Sub Custodian	16.16	16.53	16.93	17.33	
<u>FOOD SERVICE DIVISION</u>					
Assistant Cooks-Bakers	15.60	15.97	16.37	16.77	
Kitchen-Dining Room Aides	15.23	15.60	16.00	16.40	
Ticket Sales & Acnt	16.18	16.55	16.95	17.35	
<u>TRANSPORTATION DIVISION</u>					
Bus Maintenance	16.93	17.30	17.70	18.10	
Bus Driver-Regular	17.11	17.48	17.88	18.28	
Substitute Drivers	14.98	15.35	15.75	16.15	
<u>OTHER DIVISIONS</u>					
Library Aide	15.23	15.60	16.00	16.40	
Teacher Aide	15.23	15.60	16.00	16.40	
Recess Aide	15.23	15.60	16.00	16.40	
Special Aide	15.23	15.60	16.00	16.40	

The Forest Park School Board and Administration will work with the AFSME Union to set the starting wage for each new hire in all departments. The wage scale listed above does not indicate the starting wage for new hires who begin employment under the 2018-19 contract.

Show 10 ▼ entries

Search: forest

State Rank	District	Avg. Teacher Salary
40	Forest Hills Public Schools	69219
509	Forest Area Community Schools	43668
511	Forest Park School District	43594

Showing 1 to 3 of 3 entries (filtered from 562 total entries)

Previous Next

Note: Average salary is shaped in part by the experience of teachers in a district. A district with more veteran teachers might pay more on average than a district with less experienced teachers. These numbers may be deceptively high in districts where administrators are also listed as teachers. Figures aren't available for many charter schools because they often pay teachers through private management companies that aren't subject to the Michigan's Freedom of Information Act.

Source: Michigan Department of Education [Bulletin 1014](#).

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